UNITED
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Secretariat

ST/IC/1993/3
20 January 1993

INFORMATION CIRCULAR

To: Members of the staff

From: The Director of Personnel

Subject: REVISED BASE SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES AND FOR STAFF IN THE FIELD SERVICE CATEGORY*

1. In section V of resolution 47/216 of 23 December 1992, the General Assembly approved, with effect from 1 March 1993, a revised base salary scale for staff in the Professional and higher categories. This scale reflects the consolidation, on a no-gain no-loss basis, of 6.9 multiplier points into net base salaries in effect under the previous base salary scale, which became effective on 1 March 1992. In the same resolution, the Assembly approved consequential changes in the rates of staff assessment used in conjunction with gross base salaries for staff with neither a dependent spouse nor a dependent child.

2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission (ICSC) for all duty stations. The revised multipliers will be determined in such a way as to ensure that the revised net remuneration (base salary plus post adjustment) after consolidation is in line with the existing net remuneration. Changes in post adjustment classification due after 1 March 1993 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

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* Personnel Manual index No. 3110.

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3. As a result of the implementation of the revised base salary scale, effective 1 March 1993, there will be consequential changes in the amounts of the mobility and hardship allowance applicable to staff who are currently in receipt of this allowance.

4. In its sixteenth (1990) annual report to the General Assembly, 1/ ICSC recommended, and the Secretary-General subsequently approved, that future adjustments of the salary scale applicable to staff in the Field Service category should be made by reference to adjustments to the salary scale for staff in the Professional and higher categories. Accordingly, the base salary scale for staff in the Field Service category has also been revised, effective 1 March 1993, to reflect: (a) the consolidation of 6.9 multiplier points into net base salaries; and (b) the revised rates of staff assessment used in conjunction with gross base salaries for staff with neither a dependent spouse nor a dependent child.

5. The revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 March 1993, showing gross salaries and their net equivalents after the application of staff assessment, are reproduced in annexes I and II to the present circular, respectively. The implementation of these scales will be reflected in the end of March 1993 payroll.

Notes

1/ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 (A/45/30), para. 270 (e).

Annex I

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment (in United States dollars)

Effective 1 March 1993

Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
		S	S	S	S	S	E	P	S							
Under-Secretary-General																
USG	Gross	148 296														
	Net D	86 914														
	Net S	78 122														
Assistant Secretary-General																
ASG	Gross	134 454														
	Net D	79 716														
	Net S	72 087														
Director																
D-2	Gross	109 444	111 946 *	114 448 *	116 948 *	119 450 *	121 952 *									
	Net D	66 711	68 012	69 313	70 613	71 914	73 215									
	Net S	61 183	62 273	63 364	64 454	65 545	66 636									
Principal Officer																
D-1	Gross	96 315	98 417	100 529	102 667	104 810 *	106 952 *	109 094 *	111 237 *	113 377 *						
	Net D	59 847	60 961	62 075	63 187	64 301	65 415	66 529	67 643	68 756						
	Net S	55 304	56 308	57 294	58 228	59 162	60 096	61 030	61 964	62 897						
Senior Officer																
P-5	Gross	84 528	86 430	88 332	90 234	92 136	94 038	95 938	97 840	99 740	101 639	103 612 *	105 548 *	107 487 *		
	Net D	53 600	54 608	55 616	56 624	57 632	58 639	59 647	60 655	61 662	62 670	63 678	64 685	65 693		
	Net S	49 669	50 579	51 488	52 397	53 306	54 214	55 123	56 033	56 941	57 794	58 640	59 484	60 329		
First Officer																
P-4	Gross	69 020	70 843	72 661	74 480	76 302	78 120	79 941	81 794	83 649	85 502	87 355	89 213	91 066 *	92 921 *	94 775 *
	Net D	45 271	46 255	47 237	48 219	49 203	50 185	51 168	52 151	53 134	54 116	55 098	56 083	57 065	58 048	59 031
	Net S	42 103	43 000	43 894	44 789	45 686	46 580	47 476	48 363	49 249	50 135	51 021	51 909	52 795	53 681	54 567
Second Officer																
P-3	Gross	55 751	57 431	59 111	60 787	62 467	64 145	65 839	67 550	69 259	70 970	72 680	74 389	76 098 *	77 807 *	79 519 *
	Net D	38 014	38 937	39 861	40 783	41 707	42 630	43 553	44 477	45 400	46 324	47 247	48 170	49 093	50 016	50 940
	Net S	35 520	36 356	37 192	38 027	38 864	39 699	40 538	41 380	42 220	43 042	43 904	44 744	45 585	46 426	47 268
Associate Officer																
P-2	Gross	44 351	45 779	47 226	48 675	50 123	51 573	53 021	54 468	55 953	57 453	58 953	60 456 *			
	Net D	31 517	32 344	33 149	33 995	34 820	35 646	36 472	37 297	38 124	38 949	39 774	40 601			
	Net S	29 603	30 359	31 110	31 862	32 614	33 366	34 118	34 869	35 620	36 367	37 114	37 862			
Assistant Officer																
P-1	Gross	33 277	34 580	35 910	37 256	38 600	39 944	41 292	42 636	43 980	45 337					
	Net D	24 949	25 744	26 537	27 331	28 124	28 917	29 712	30 505	31 298	32 092					
	Net S	23 565	24 299	25 028	25 758	26 486	27 215	27 945	28 674	29 402	30 130					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk for which a two-year period at the preceding step is required.

Annex II

Salary scale for the Field Service category showing annual gross salaries and net equivalents after application of staff assessment (in United States dollars)

Effective 1 March 1993

S T E P S

Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
FS-7	Gross	68 519	70 441	72 359	74 278	76 198	78 120	80 043	82 000	83 957	85 913	87 872 *	89 830 *			
	Net D	45 000	46 038	47 074	48 110	49 147	50 185	51 221	52 260	53 297	54 334	55 372	56 410			
	Net S	41 856	42 802	43 746	44 690	45 634	46 580	47 526	48 461	49 196	50 131	51 268	52 204			
FS-6	Gross	56 185	57 942	59 700	61 455	63 211	64 969	66 756	68 548	70 335	72 124	73 915 *	75 702 *			
	Net D	38 252	39 218	40 185	41 150	42 116	43 083	44 048	45 016	45 981	46 947	47 914	48 879			
	Net S	35 735	36 610	37 486	38 360	39 234	40 110	40 989	41 871	42 750	43 630	44 511	45 390			
FS-5	Gross	47 253	48 698	50 144	51 589	53 039	54 484	55 964	57 464	58 964	60 462	61 962	63 460	64 958		
	Net D	33 184	34 008	34 832	35 656	36 482	37 306	38 130	38 955	39 780	40 604	41 429	42 253	43 077		
	Net S	31 194	31 974	32 625	33 375	34 127	34 877	35 625	36 372	37 119	37 865	38 612	39 358	40 104		
FS-4	Gross	40 653	41 815	42 971	44 132	45 302	46 502	47 702	48 904	50 104	51 304	52 504	53 663	54 904	56 145 *	57 387 *
	Net D	29 335	30 021	30 704	31 388	32 072	32 756	33 440	34 125	34 809	35 493	36 177	36 838	37 545	38 230	38 913
	Net S	27 590	28 229	28 856	29 485	30 112	30 735	31 357	31 981	32 604	33 227	33 850	34 451	35 095	35 715	36 334
FS-3	Gross	34 949	35 936	36 920	37 908	38 892	39 880	40 866	41 853	42 839	43 822	44 810	45 823	46 846	47 865 *	48 886 *
	Net D	25 969	26 552	27 133	27 716	28 296	28 879	29 461	30 043	30 625	31 205	31 788	32 369	32 952	33 533	34 115
	Net S	24 506	25 042	25 574	26 111	26 644	27 180	27 714	28 249	28 784	29 317	29 852	30 382	30 913	31 442	31 972
FS-2	Gross	30 203	31 044	31 889	32 730	33 574	34 415	35 227	36 139	37 008	37 881	38 753 *	39 622 *			
	Net D	23 074	23 587	24 102	24 615	25 130	25 644	26 158	26 672	27 185	27 700	28 214	28 727			
	Net S	21 834	22 308	22 784	23 257	23 732	24 206	24 658	25 152	25 623	26 097	26 569	27 040			
FS-1	Gross	26 173	26 889	27 606	28 324	29 041	29 760	30 493	31 234	31 975	32 716					
	Net D	20 539	20 990	21 442	21 894	22 346	22 799	23 251	23 703	24 155	24 607					
	Net S	19 489	19 906	20 324	20 741	21 161	21 580	21 998	22 415	22 832	23 249					

D = Rate applicable to staff members with a dependent spouse or child.

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* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk for which a two-year period at the preceding step is required.